

OLX People HR Excellence Awards 2021

Terms and Conditions

Definitions

Awards	OLX People HR Excellence Awards
Awards Management/ Management	Times Internet Limited including its Personnel and / or organizers who are responsible for the overall conduct of the Awards
Website	https://hr.economictimes.indiatimes.com/microsite/olx-hr-excellence-awards
Participant	Any organisation/individual who is willing to enter the program through their HR related initiatives over the period of January 01, 2019 to December 31, 2020 and has registered themselves in the Website
Application form	The Participant must apply online on the below mentioned website
Terms and conditions ("T&C" or "Terms")	The terms governing the Awards, as may be amended from time to time by the Awards Management

- By participating in the Awards, Participant agrees to abide by and be bound by these Terms and any amendment thereto.
- These Terms may be modified by Award Management without any prior notification. Participant is advised to regularly review these Terms on Website. Participant must clarify with the Management in case of any ambiguity or disagreement
- The rewards may be changed / modified / split / merged / increased or cancelled at the sole discretion of Awards Management
- If no Participant in a category are found to be satisfying the eligibility by the Awards Management, the prize may be cancelled. The decision of the Awards Management in this regard will be final and non-contestable. The Awards Management will not entertain any queries in this regard.

Categories & definitions

Sr. No	Category	Description
1	Excellence in HR innovation	To recognize organizations for the implementation of new ideas, methods, and technologies to better meet the ever-evolving requirements of the organization and its workforce

2	Innovation in onboarding	An organization that has come with unique idea/ ideas to bring new employees into the company and introduces them to the ethos, processes, and operational structure of a company
3	Innovation in recruitment	To recognize the innovative ideas to hire the candidates using out-of-the-box and innovative techniques for recruitment that help them stand out from their contenders. Being different – while maintaining a clear strategic vision of the company
4	Change management strategy of 2020	To recognize the companies that have adopted corporate policies, structures, systems, and technologies to supervise changes amid these difficult circumstances and the business situation
5	Start up	This award recognizes the exemplary teamwork of a start-up during the crisis and managed to deliver exceptional employee experience and innovation in different HR practices
6	Diversity & Inclusion strategy in hiring	To recognize the companies that have come up with outstanding strategies to empower the diverse workforce in the form of engaging a diverse bunch of candidates, guided them to understand the importance of diversity across all the phases, and more
7	Recruitment Campaign	To recognize an employer’s recruitment campaign that encouraged a movement of top-notch candidates to apply for their vacancies. The campaign must combine the best practices of marketing with a rigorous understanding of organizational requirements to strategically select hiring investments

8	Talent Acquisition Leader of the Year	This award will felicitate a leader for his/her innovative practices and excellence in talent acquisition, including work within areas such as onboarding, technology, employee engagement, and retention. (Individual award)
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Eligibility Criteria for participation in the Awards

- The participating organization should have its registered office in India and must have at least 2 complete years of office and business operations in India as on December 31, 2020
- For participants applying under the Start-up category, the organization should be in existence and must have complete years of office and business operations in India for a minimum of 2 years and maximum up to 5 years as on December 31, 2020
- The initiative/ project applied in the Awards should have been launched and completely executed in the period January 1, 2019 to December 31, 2020
- The individual should be 18 years of age to participate in the Awards
- Individual should be Indian citizen currently residing in India, and legally eligible to work in India
- Individual should have minimum work experience as defined in the category definition to apply for the awards
- The initiative cannot be in a planned or work in progress phase. Only completed successful projects/initiatives that have shown significant impact would be considered for the awards
- More than one application is also permitted if the applications are for different initiatives. Please use a separate form for each initiative
- An organization cannot participate on behalf of its sister units, parent organization or other organizations under the parent organization
- Employees and immediate family members of the Awards Management, sponsors and partners of the Awards are not allowed to participate
- Participation in the awards is subject to defined terms and conditions available on the website <https://hr.economictimes.indiatimes.com/microsite/olx-hr-excellence-awards>
- Participation in this Awards implies acceptance and compliance of all the Terms & Conditions of the Awards as well as the website available at <https://hr.economictimes.indiatimes.com/microsite/olx-hr-excellence-awards> and privacy policy available at <https://hr.economictimes.indiatimes.com/microsite/olx-hr-excellence-awards>
- The Award categories may be changed / modified / split / merged / increased or cancelled by the Awards Management and / or Jury based on the number of entries received in any category, and the quality of the entries. The decision in this regard will be final, non-contestable and binding on all participants. The Awards Management will not entertain any queries in this regard

Call for Entries & Participation

- The call for entries for the Awards will be announced in one or more media platforms and / or by direct communication, and that shall be construed to be adequate notice for call for entries
- Participant can apply for the Awards by completing the application form online

- Link to fill the application form will be available on the website
<https://hr.economictimes.indiatimes.com/microsite/olx-hr-excellence-awards>
- Application form for participation in the Awards shall be open from **29/01/2021 to 10/02/2021**
- Participant needs to duly fill all information points on the Application Form
- A Participant can have multiple entries in multiple categories
- The Awards management has the right to reclassify application form/forms from one prize category to another, at their discretion

Submission of Entries- Online

- Last date for submitting completed application form is **10/02/2021**
- Awards Management will not be responsible for application form/forms that are damaged / lost due to lack or lapse in any communication because of internet failure or any other reasons.
- Participation in the Awards in any manner will be construed as an acceptance to the Terms and conditions stated herein
- Participants can fill the form on the website and submit the completed application form online
- Application form along with the declaration needs to be authorized by the participant and submitted along with the application form

Completeness of Entries/ Disqualification

- All mandatory fields of the application form need to be complete in all respects; else it may be disqualified from participation.
- Entries will be accepted in English language only
- The work submitted by the Participant must be original in nature and created for this Awards only. Award Management shall have a right to disqualify any Participant in case of violation of this term or in case of any third-party claim relating to IP infringement or any third party right.
- No work which is copied / replicated / influenced / redone by an existing initiative will be permitted to participate
- All work submitted by the Participants for the Awards, including but not limited to Intellectual Property Rights therein, will be owned by the Management

Timelines

- The defined timelines are subject to change based on circumstances
- Management and its sub-contractors shall not be held accountable / liable for any disruptions / stoppages / interruptions or cancellation of the Awards or its ceremony or any part of its processes because of any factors beyond its control

Additional Information

- Participants may be contacted for any additional information to verify the information provided. Such information sourced from the Participants will become part of the original application.

- Management has the right to ask for documentary proof of information. If such a request is made and the Participant does not comply within 5 working days from the date the request is made, the Participant may be disqualified from the awards
- Management or team appointed by Management will try to contact the Participant on best effort basis by any means deemed appropriate.
- In the event it is not possible to contact any Participant to obtain information on them, interview them, etc. such Participant may be disqualified from further participation
- The Participant hereby irrevocably authorizes the Management to use the data gathered during and/or the Awards in respect of the Participants. This shall be the property of Awards Management and Awards Management shall be entitled to use the same in its communications including marketing promotions and advertisements along with/without Awards Management's brand.
- Management shall not be liable in any manner for any mishap, accident, injury or damages etc. of whatsoever nature, caused to the Participants during the Awards. Further, Management shall not be liable in any manner for any loss, damage, theft, or any other mishap caused during the Awards.

Winner determination

- An independent jury appointed by the Management will evaluate the entries and determine the winners for the Awards.
- If required, the Participants will be asked to present their work to the jury members in a virtual jury round

General

- Participant agrees that the Participant is legally capable of entering and, if selected, participating in the Awards and agree to the Terms and that Participant is competent (i.e. Participant are of legal age and mental capacity) and eligible to enter into this legally binding agreement on Participant.
- In event the Participant is an organization, Participant and the individual applicant submitting details and agreeing to these terms and conditions on behalf of the participating organization hereby represent and warrant that the said individual applicant is the authorised representative of the participating organization and has the necessary rights to bind the participating organization to these Terms.
- Participant understands and agrees that merely participating in this Awards does not entitle the Participant to a prize or to any other form of consideration
- Participant warrants and represents to the Management that all information including any communications, software, photos, text, video, graphics, music, sounds, images and other material submitted or recorded in any manner by the Participant or the partners of Management including the Management for consideration for the Awards are solely owned by the Awards Management and do not infringe upon any other individual or organizational rights (including, without limitation, intellectual property rights). Participant shall be completely responsible for handling claim of infringement or alleged infringement by any third party and shall indemnify awards management entities (in India or abroad) and the Awards Management from any claims,

costs or damages from infringement or alleged infringement of any third-party rights including intellectual property right or any claims or any costs payable thereof

- Participant must enter the Awards at their own will and the Management are not in any way obligated or liable for any loss or costs that the Participant may suffer or incur and nothing is payable to the Participants for participating in the Awards or any event prior to or following the Awards
- Participants for the purpose of entering the Awards, grant awards management a royalty-free, irrevocable, worldwide, non-transferable, non-exclusive right and license to use and display such entry, for participation in the Awards, and any intellectual property in relation to and arising out of such participation in the Awards and footage thereof, which shall include trade publications, press releases, electronic posting to the Website, the awards management website in any display format selected by Awards Management during the Awards or use by Awards Management as it deems fit. The Participant grants Management irrevocable consent in perpetuity to the use his/her name, photographs, audio-visuals in connection with the Awards, in any and all applications including but not limited to advertising, commercials, promotion, stories, text, articles and commercial exploitation, in any and all media forms, including but not limited to online, internet, radio, broadcast and television, newspapers and magazines at any time without the Participants further knowledge or consent.
- The Management reserves the right to, at its discretion, withdraw or amend or add to the T&C of the Awards at any time, with prospective or retrospective effect, and does not take responsibility for any loss or damage that any individual or organization may suffer as a result of participating or attempting to participate in the Awards, the Awards being withdrawn, or its Terms amended
- Should a Participant wish to withdraw from the Awards, kindly inform management in writing at any time up to two weeks prior to the final ceremony
- All disputes relating to or arising out of the Awards shall be subject to the laws of India, and shall be subject to the exclusive jurisdiction of the courts of competent jurisdiction at New Delhi, India
- The Participants indemnify Awards Management, its employees, officers, contractors, partner or other persons used by them in relation to this Awards and hold them harmless against any loss, claim, demands, costs, damages, judgments, expenses or liability (including legal costs) arising out of or in connection with any or all claims, that may be brought against the Management by any third party in connection with the Participants participation in or winning the Awards, which is inconsistent with any of the warranties and representations made by the Participants, or due to breach of these Terms and shall reimburse awards management for any loss, costs, expense, or damage to which said indemnity applies.
- Decision of Management on all matters is final and binding on all Participants and no correspondence will be entertained on the same. In case of any dispute or difference in respect of the Awards, the decision of Management shall be final and binding on all concerned.
- In the event these Terms do not cover any question or complaint in relation to the Awards, the same will be concluded on by the Awards Management or an independent body or legal team as appointed by the Awards Management and deemed necessary
- The Participant agrees to give full consent unconditionally for Awards Management to share any information including personal information provided by the Participant with agencies/entities working with Awards Management with regards to the Awards or program, its recording and

broadcasting and related activities including agencies/entities involved with Awards Management.

- The decision of Awards Management in relation to the interpretation of any of these Terms shall be final and binding on the participants
- The Participants acknowledge that Management shall not be liable for any costs, expenses, charges, fees, taxes, etc. incurred by the Participant(s) in participation, and the Participant(s) shall be absolutely responsible and solely liable for the same
- If Participants are unclear as to the Terms or any element of the Awards or have any queries/concerns pertaining to the Awards, they can write in with their questions, concerns or queries to the following email address: ritika.khandelwal@timesinternet.in

Awards Management shall endeavour to the best of its ability to respond thereto.

Website

- The website provides information and acts as the only means to enter the Awards.
- Awards Management shall not be responsible for:
- Any delivery, failures relating to the registration or uploading videos/presentations;
- Any SPAM generated messages as result of Participant accessing the Website;
- Awards Management not receiving or rejecting any data;
- Any lost, late or misdirected computer transmission or network, electronic failures of any kind or any failure to receive entries owing to transmission failures or due to any technical reasons and
- Other conditions/situations or failures beyond its control

Disclaimers

Awards management or its subsidiaries or holding entities are not liable or responsible for any action or decision taken by Participant or anyone acting on Participant's behalf or under Participant employment or under contract with Participant. Awards Management shall not be under any obligation to Participant and Participant shall have no rights in relation to the Awards and shall have no claims whatsoever against the Awards Management relating to the selection process or the running of the Awards

Management has no obligation to screen the entry material in advance and is not responsible for monitoring entries for preventing violation of intellectual property ownership rights, or violations of any law, rule or regulation. If the Management is notified of submissions or materials that may not conform to the Terms, it may investigate the allegation and determine in good faith and in its sole discretion whether to eliminate such an entry from consideration. The Management has no liability or responsibility to Participants or other users of the Website or microsite for performance or non-performance of such activities.

Management is not responsible for any errors or omissions in the terms and conditions contained herein. Management hereby states that all information provided relating to the Award is provided 'as is' without warranty of any kind. Management makes no representations and disclaims all express, implied and statutory warranties of any kind to the Participants and/or any third party including, without limitation, warranties as to accuracy, timeliness, completeness, merchantability, or fitness for any particular purpose.

Notwithstanding anything to the contrary, the aggregate liability of Management to the Participant(s) or under the Awards from any cause whatsoever or otherwise shall not in any event exceed INR 100/- (Indian National Rupees One Hundred Only). Under no circumstance, shall Management and/or its parent, subsidiaries, associates, affiliates and group entities, and their respective directors, employees, officers, agents or representatives, be liable to the Participants /or any third party, for any lost profits or lost opportunities, indirect, special, consequential, incidental, or punitive damages whatsoever, even if Management has been advised of the possibility of such damages.